Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

APHIS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

				Cor	nparati	ve Data	ı
	Complaint Activity	Pr	evious I	Fiscal Y	ear Da	ıta	2016Thru09-30
		2011	2012	2013	2014	2015	20101111u09-30
F 1	Number of Complaints Filed	49	47	42	41	65	41
	Number of Complainants	49	47	39	41	61	40
	Repeat Filers	0	0	2	0	4	1

Complaints by Pagis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	16	15	11	15	24	21
Color	0	2	4	5	9	5
Religion	3	1	4	1	3	2
Reprisal	13	28	24	28	38	19
Sex	13	11	14	16	27	22
PDA	0	0	0	0	1	0

National Origin	4	6	7	7	11	5
Equal Pay Act	0	0	0	0	0	0
Age	10	11	19	15	25	15
Disability	12	14	12	16	18	9
Genetics	0	1	0	0	0	0
Non-EEO	5	6	2	4	9	1
			Com	parativ	e Data	l
Complaints by Issue	Pre	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	0	1	3	3	3	0
Assignment of Duties	5	7	5	13	16	4
Awards	1	0	3	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			-	-		
Demotion	0	1	0	0	0	0
Reprimand	3	5	3	3	3	0
Suspension	1	1	0	2	2	0
Removal	0	1	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	2	0	2	3
Perf. Eval./ Appraisal	4	2	5	6	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	29	15	29	38	17

Sexual	1	2	0	1	0	2
Medical Examination	0	0	0	1	1	0
Pay including overtime	1	3	2	2	6	2
Promotion/Non-Selection	16	6	5	6	26	14
Reassignment						
Denied	2	3	0	1	1	1
Directed	3	1	3	4	3	0
Reasonable Accommodation Disability	4	8	3	6	11	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	1	3	3	2	8	3
Terms/Conditions of Employment	1	3	13	19	28	14
Time and Attendance	2	2	3	2	7	2
Training	5	6	4	7	8	2
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative I	D ata	
Processing Time		Previo	us]	Fisc	al Y	eai	r Data		2016Thru09-
	2011	2012	2	201	13	2	2014	2015	30
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	193.08	195.1	3	194	.78	18	39.23	192.62	216.23
Average number of days in final action	139.58	279.5	4	85.	28	14	10.42	96.45	67.71
Complaint pending during	fiscal ye	ar whe	re l	neari	ing v	vas	reque	sted	
Average number of days in investigation	0	206.9	2	0		19	91.21	210.27	222.17
Average number of days in final action	0	0		95.	33	18	31.22	70.67	49.33
Complaint pending during	fiscal ye	ar whe	re l	neari	ing v	vas	not re	quested	
Average number of days in investigation	193.08	169.5	8	194	.78	18	34.91	171.06	209.10
Average number of days in final action	139.58	279.5	4	70.	20	10	03.22	127.40	86.08
					C	om	parat	ive Data	<u> </u>
Complaints Dismissed Agency	d by	Pro	evio	ous l	Fisca	al Y	Year D	ata	2016Thru09-
		2011	20)12	201	13	2014	2015	30
Total Complaints Dismiss Agency	ed by	8	,	7	7		6	8	10
Average days pending pridismissal	or to	88	5	56	52	2	74	84	102
Con	plaints \	Withdr	aw	n by	y Co	mį	olainai	nts	
Total Complaints Withdra Complainants	wn by	1		1	1		2	4	0

					(Comp	para	ative]	Dat	a		
Total Final Agency		I	Prev	ious	Fise	cal Y	ear	· Data	ı		20167	Chru09
Actions Finding Discrimination	2	2011	2	012	20	13	20	014	20	15		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		2		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	2	100	0	0	0	0
Findings of					C	omp	ara	tive l	Data	a		
Discrimination Rendered by Basis		Previous Fiscal Year Data									2016	Thru09
Note: Complaints can be	2	2011 2012 2013					2	014	20	015		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		3		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	2	67	0	0	0	0
Reprisal	2	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	67	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		0		0		2		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	2	100	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					C	omp	ara	tive I)ata	ì		
Findings of		F	Prev	ious l	Fisc	al Y	ear	Data			2016	
Discrimination Rendered by Issue	2	011	2	012	20)13	2	014	20)15		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-		-		-					-	-
Non-Sexual	0	0	1	100	0	0	3	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	33	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	0	0	0	0

Denied	0	0	$ _{0} $	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	0	0	0	0	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	
	Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data									ΓΙ00	
			2011	20)12	2013		2014	2015		2016Thru09- 30		
Total complaints from previous Fiscal Years			59	(51	66		31	30		43		
Total Complainants			21	3	31	1 28		29	30		39		
Number complaints pend	ing		I			1			1				
Investigation			0		0	0		0	0		1		
ROI issued, pending Complainant's action			0		0	0		0	0		0		
Hearing			20		25		26 30		25		37		
Final Agency Action			3		7	4		1		2	5		
Appeal with EEOC Office of Federal Operations			6		6	7		7	4		7		
				Comparative Data									
Complaint Investigations			P	Previous Fiscal Year Data 2016Thru09-									
			2011	20	2012		13	2014	2015		30		
Pending Complaints Where Investigations Exceed Required Time Frames			4		1	2	,	1		1		2	